

Training in Prevention of Sexual Harassment

OBJECTIVES

- **UNDERSTAND AND APPLY ARMY POLICY.**
- **INCREASE YOUR KNOWLEDGE OF AND ABILITY TO RECOGNIZE SEXUAL HARASSMENT.**
- **INCREASE YOUR ABILITY TO DEAL WITH SEXUAL HARASSMENT.**
- **APPRISE YOU OF YOUR RIGHTS AND RESPONSIBILITIES.**

ARMY'S ZERO TOLERANCE

ANY PERSON IN A SUPERVISORY OR COMMAND POSITION WHO USES OR CONDONES IMPLICIT OR EXPLICIT SEXUAL BEHAVIOR TO CONTROL, INFLUENCE, OR AFFECT THE CAREER, PAY, OR JOB OF A MILITARY MEMBER OR CIVILIAN EMPLOYEE IS ENGAGING IN SEXUAL HARASSMENT.

SIMILARLY, ANY MILITARY MEMBER OR CIVILIAN EMPLOYEE WHO MAKES DELIBERATE OR REPEATED UNWELCOMED VERBAL COMMENTS, GESTURES, OR PHYSICAL CONTACT OF A SEXUAL NATURE IS ALSO ENGAGING IN SEXUAL HARASSMENT.

SEXUAL HARASSMENT

Definition

- (1) Influencing, offering to influence, or threatening the career, pay or job of another person – woman or man – in exchange for sexual favors; or
- (2) Deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work or work-related environment; or
- (3) Conduct which interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

KINDS OF SEXUAL HARASSMENT

QUID PRO QUO

“This for That”

Making sexual favors a condition of employment or the basis for favorable or unfavorable employment decisions.

HOSTILE WORK ENVIRONMENT

Conduct that unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

PHYSICAL SEXUAL HARASSMENT

- TOUCHING
- PATTING
- PINCHING
- BUMPING
- GRABBING
- CORNERING
- HUGGING
- KISSING
- PLAYING FOOTsie/KNEESIE
- BLOCKING A PASSAGEWAY
- UNSOLICITED BACK AND KNEE RUBS
- UNSOLICITED CLOTHING ADJUSTMENTS

VERBAL SEXUAL HARASSMENT

- Jody calls of a sexual nature
- Barking, growling, oinking or whistling at passerby which indicates your perception of their physical appearance.
- Sexually oriented remarks about another's sexual activity, linking it to threats to job, grade, etc.
- Sexually degrading language, profanity.
- Promises of rewards or benefits for "cooperating".
- Telling jokes with sexual connotations.
- Personal inquiries unrelated to the work environment.
- Referring to co-workers as "Honey", "Baby", "Dear", "Sweetheart".

NON VERBAL SEXUAL HARASSMENT

- Sexually oriented entertainment at functions, both live and via video.
- Leering or ogling of another's body, giving them the "once over".
- Gestures made with intentional sexual overtones, such as blowing kisses, licking lips, winking.
- Leaving sexually oriented cartoons, picture magazines.
- Adding sexual pictures to presentations as attention getters.
- Ashtrays, coffee cups, figurines depicting nudes or designed to represent sexual parts of the anatomy.
- Manipulation of parts of the anatomy or clothing related to these parts.

What Can You Do?

Affected Employees

- Tell harasser behavior is unwelcome.**
 - Get witnesses whenever possible.**
- Tell supervisor behavior unwelcome.**
 - Keep a record.**
 - Talk to EEO Officer.**
 - Use organization channels.**
 - Confide in others .**

What Can You Do?

Co-Workers

- Offer assistance.**
- Ask affected employee if it is a problem.**
- Inform supervisor of situation.**
- Talk to the harasser about any behavior that bothers you personally.**

What Can You Do?

Supervisors

- Take immediate and corrective action.**
- Look for evidence of illegal or improper behavior.**
- Document action taken.**
- Communicate action taken to the affected employee.**

RULE OF THUMB

WHEN IN DOUBT-DON'T